

LET'S VOTE



# IRR: A NEVER-ENDING BATTLE

PING LEE

CHIEF PILOT HFCRM

EVA AIRWAYS

# Competency Based Training (CBT)

- New Era For Aviation Training
- Best Weapon Against Black Swan
- Technical vs Non-Technical Skills
- Pandora's Box



# IRR, What is It?

The extent to which independent evaluators **produce similar ratings** in judging the same abilities or characteristics in the same target person or object.

It often is expressed as a correlation coefficient

$$K = \frac{Po - Pe}{1 - Pe}$$



**C** Consensus

# IRR then

- Proficiency Based Skills
- Stick and Rudder
- Well Defined
- CRM.... Click in the box

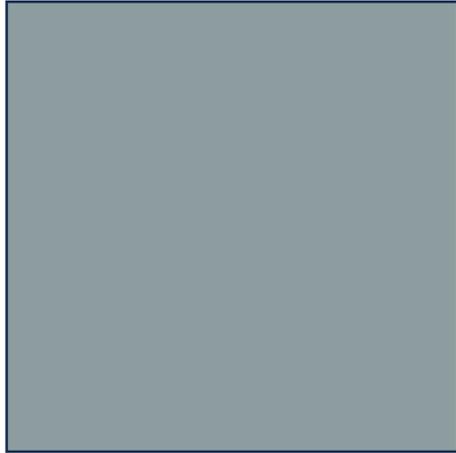


# The Pandora's box

- From Click the Box to the Center of Attention
- Abstract Ideas?!
- Measure the Unmeasurable







## Standard:

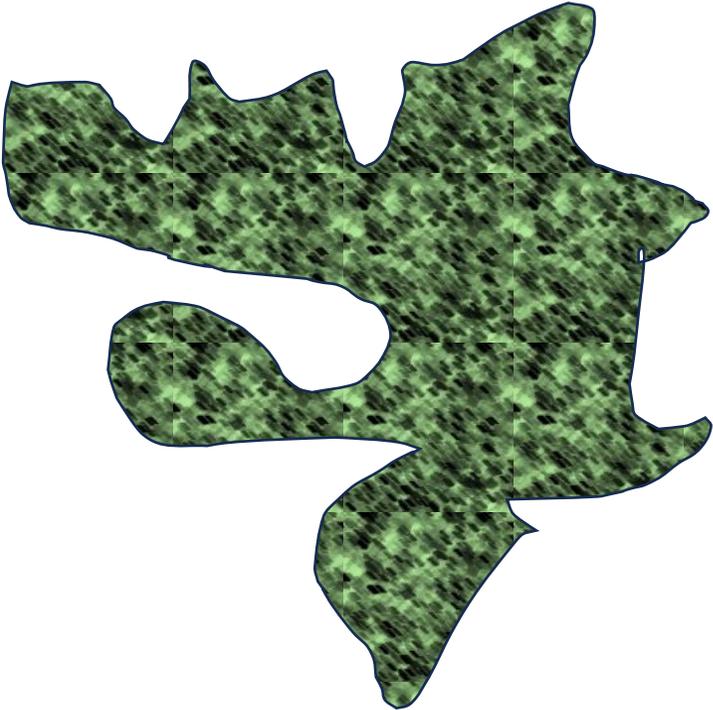
- 6 cm x 6 cm Square
- Colour: #8D9C9F/FS36270
- Opacity: 100%

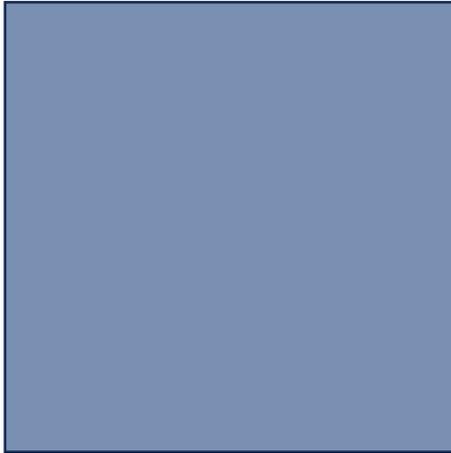


## Non-Standard:

- 3 cm x 5 cm Rectangle
- Colour : #232060/FS36230
- Opacity: 66%

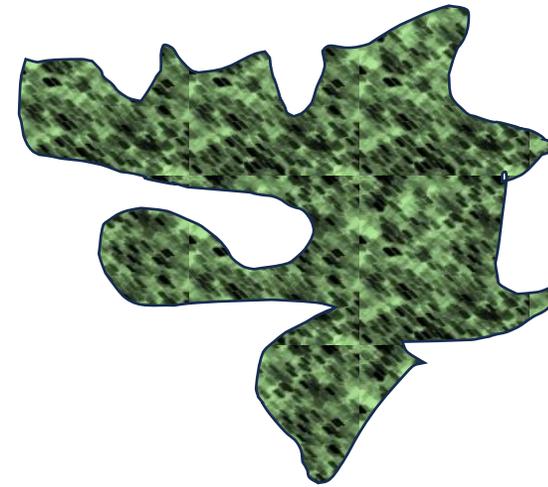
Now, try to describe this





## Technical Skills:

- AOP
- FPMM
- FPMA

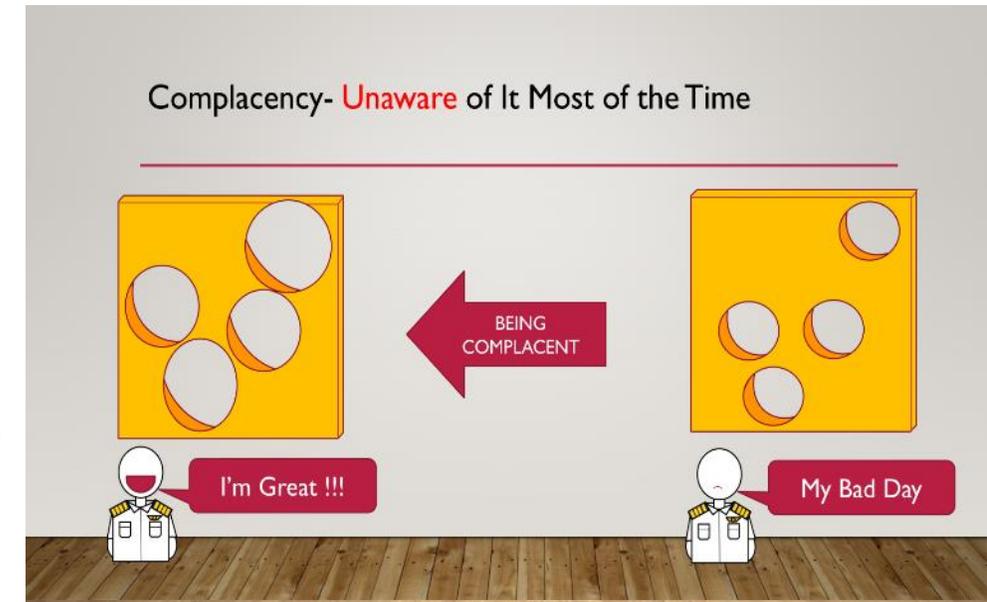


## Non-Technical Skills (NTS)

- SAW
- PSD
- LTW
- COM
- WLM

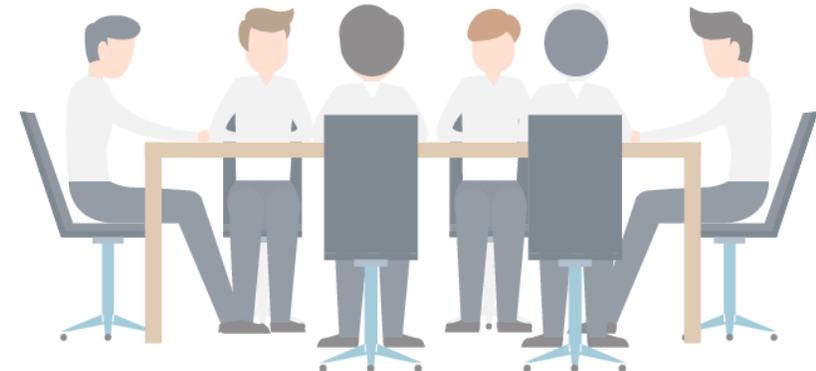
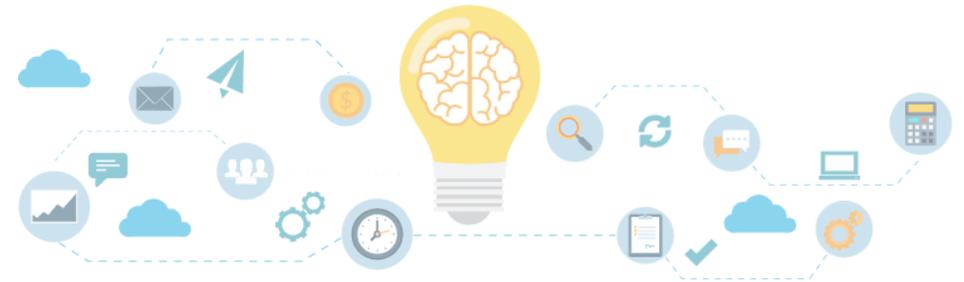
# What is needed

- Clear Definitions
- Inclusion of New Concepts
- Universally Agreed Measurement



# Train The Trainer (TTT)

- Clear Understanding of Concepts
- Clear Grading Standards
- Proper OBS Skills
- Root Cause Analysis
- De-Briefing/Facilitation Skills



# CRM Utopia

- International Work Group
- Defined Competencies
- Standardized Measurement
- Clear Grading Criterion
- Implementation Guide





**THANK YOU**

